

EXHIBIT L

Nicole Lamboley

From: SOS Customer Service
Sent: Tuesday, October 13, 2009 8:52 AM
To: Nicole Lamboley
Subject: FW: A.R. 323

From: CYNTHIA ANGELOPOULOS [cangel72@sbcglobal.net]
Sent: Monday, October 12, 2009 9:24 PM
To: SOS Customer Service
Subject: A.R. 323

Dear Mr Miller,

I do not agree with A.R. 323- Administration of sick Leave. We have NRS, NAC, that govern sick leave for state workers, or how I'm understanding it DOC only. I don't believe I have read anything in the NRS or NAC, that a score or points are given if you have unscheduled, unplanned absenteeism! Unscheduled, unplanned absenteeism causes disruption to department function! These unscheduled, unplanned absences cause disruption to anyones home life, school day care and work. If your uable to perform duties because your sick, stay home. And now with H1N1, we are told we will receive a score and progressive discipline action with excessive absenteeism. Yet a memo Dated August 5, 2009 from Alexander Archie, Supervisor, Compliance enforcement Unit, Office of the Inspector General. Miguel Forero, Disease Control Coordinator, NDOC Medical Division. Stating if your exhibiting Influenza like symptoms (fever, body aches, sore throat and cough), the employee should seek medical attention and refrain from working until cleared by a physician. But the DOC issues a A.R., a score from a absenteeism system and discipline action to follow. So what do we do?

Continue to work if influenza symptoms, in fear of a score that will add up quickly. An officer with children had those symptoms, didn't feel he could call off in fear of the score, and discipline action, if he called off and then his children got sick. He would have to call off again, and the score continues to go up. And what about the officer that don't get sick much and their sick leave balance is high, will they being punished for the use of their leave.

We have sick and annual positons to cover those who call off with an illness. But we have a staff shortage, disruption occurs. Sick and annual position work if the prison is staffed.

Director Skolnik stated in the Nevada Appeal. I believe the Date was 10-01-2009. (options- to eliminate 5 per cent pay boost now received by staffers assigned to remote rural prison). "With the recession, he is no longer having the problems the department once had in filling and retaining workers in those positions". If he has the ability to fill these positions why is he purposely running ESP short of staff? And ESP is not doing any over time.

Our accumulated paid sick leave is a benefit and this A.R. 323, in my opinion is a form of harassment. Sir, thank your for your time.

Cynthia Angelopoulos

Cynthia

10/13/2009